African Americans in DoD

Prepared for

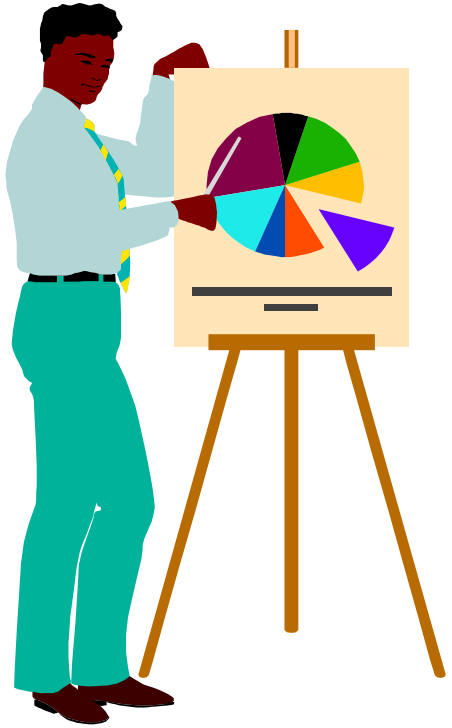
Black Employment Program Training Forum

A Comparative Demographic Profile of the DoD African American Workforce December 1992 versus December 2000

What Are Trends in the DoD African American Workforce*?

Review Dec 92 vs. Dec 00 changes in:

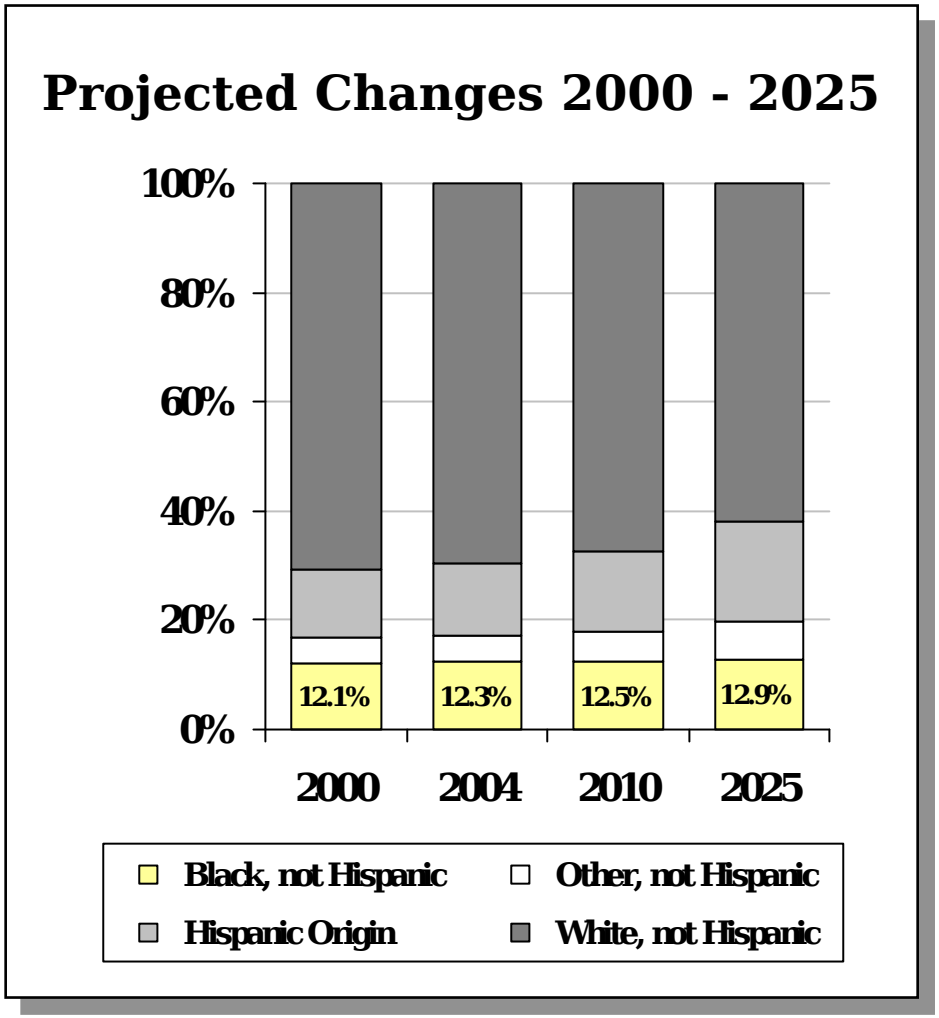
- Population
  - Males and females
- Leadership roles
- Career profiles
- Workforce demographics



Source: unless otherwise noted, all data were extracted from Defense Manpower Data Center (DMDC) files.

NOTE: Percentages may not add to 100.0% due to rounding.

How will the U.S. Race/Ethnic Profile Change from 2000 to 2025?



MILD GROWTH IN AFRICAN AMERICAN POPULATION

12.1% of U.S. population in 2000

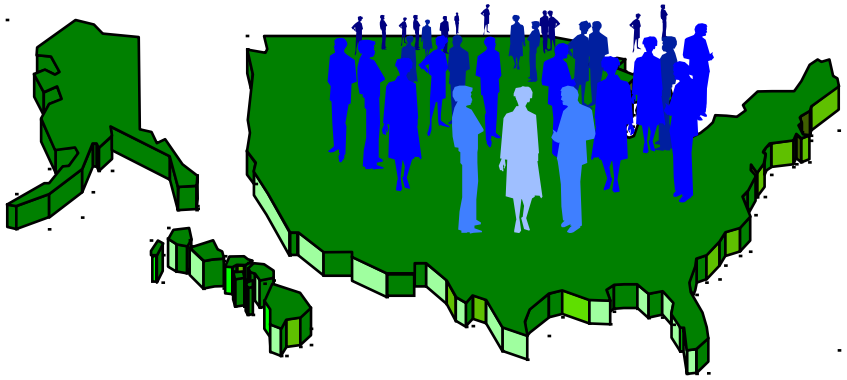
⇧ Will grow to 12.9% by 2025

❑ Other populations?

⇩ ***White*** 70.8 to 62.0%

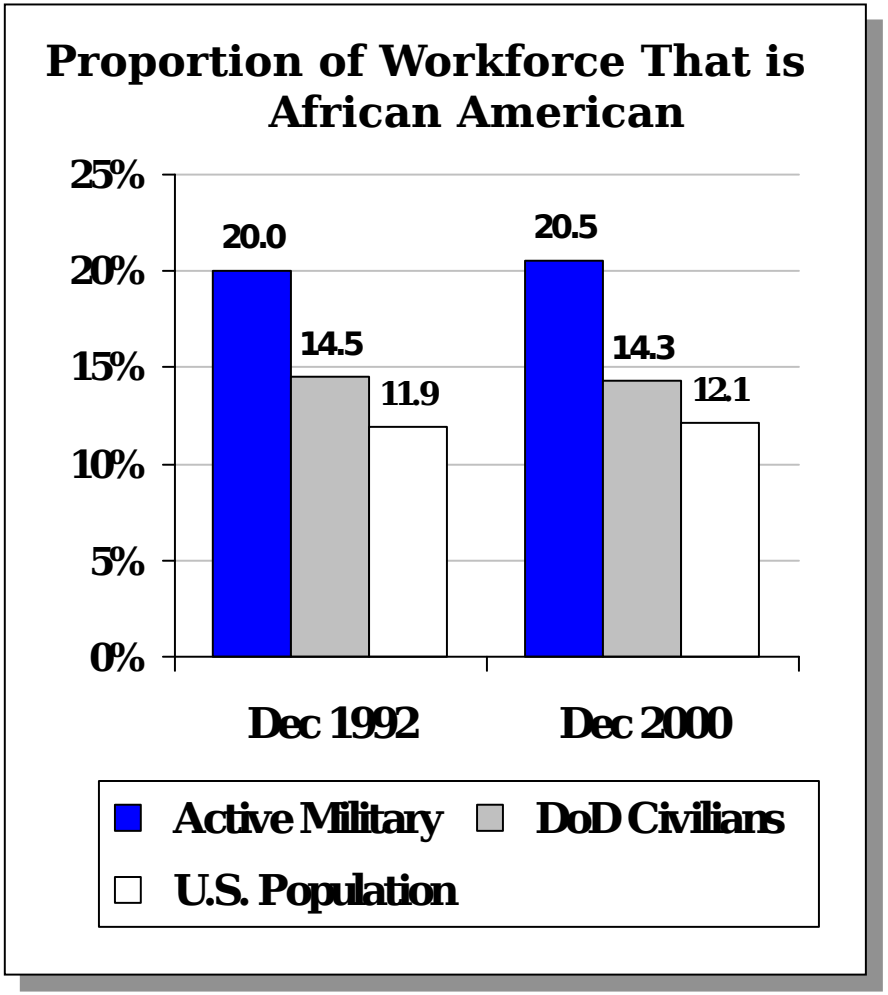
⇧ ***Hispanic*** 12.5 to 18.2%

⇧ ***Other*** 4.6 to 7.0%



Source: Middle series projections from U.S. Bureau of the Census, Population Projections Program, Population Division, January 2000.

How Did African American Representation in DoD Change from Dec 92 to Dec 00?

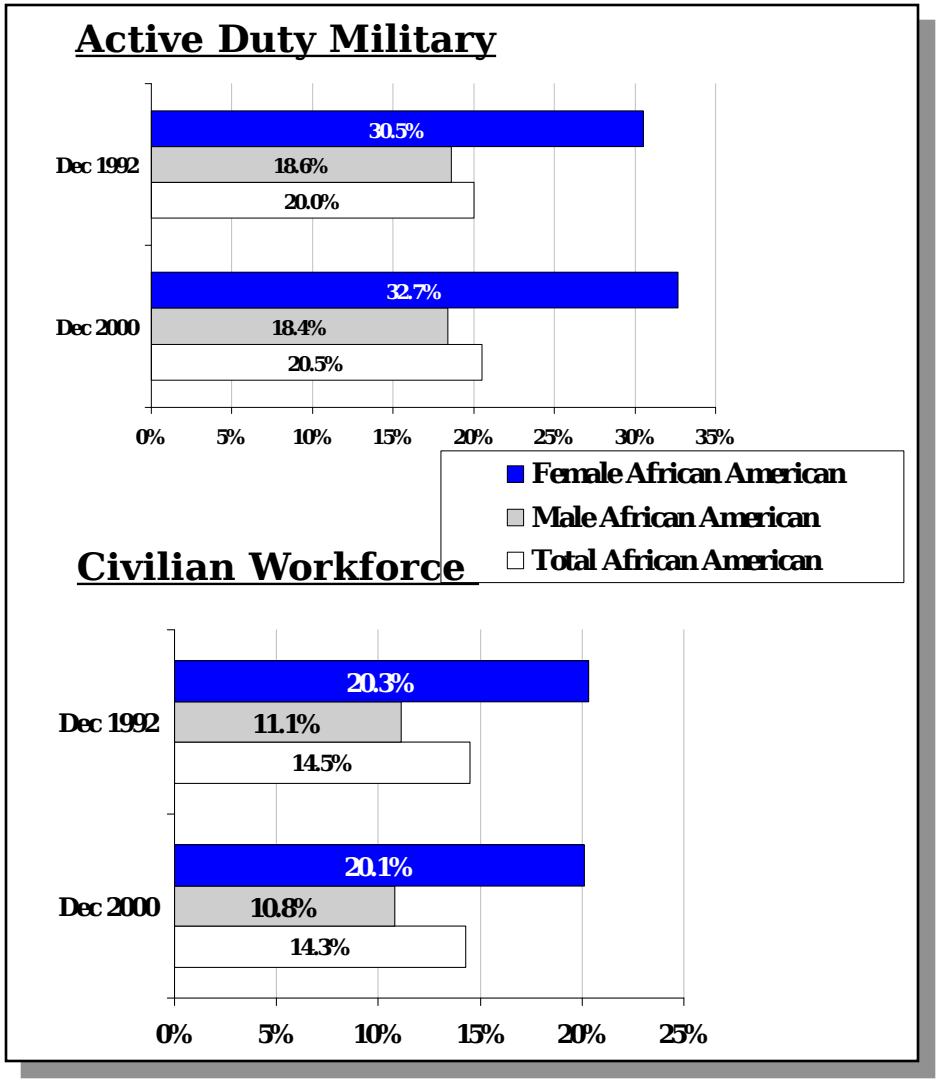


AFRICAN AMERICANS STRONGLY REPRESENTED AMONG DOD MILITARY & CIVILIAN SECTORS

- Representation of DoD-employed African Americans
  - On ***Active Duty*** is nearly double their share of total U.S. population
  - Among ***DoD civilians*** is greater than their share of U.S. population

*Source: DMDC & U.S. Bureau of the Census

By Gender, what Proportion of the DoD Workforce is African American?

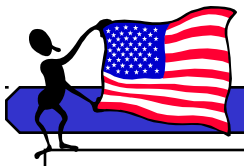


AFRICAN AMERICAN WOMEN STRONGLY REPRESENTED AMONG MILITARY & DOD CIVILIANS

- In Dec 2000, African American women accounted for 33% of total women on Active Duty
  - African American men accounted for 18% of all men on Active Duty
- During same period, African American women accounted for 20% of total women serving as DoD Civilians
  - African American men accounted for 11% of men serving as DoD Civilians

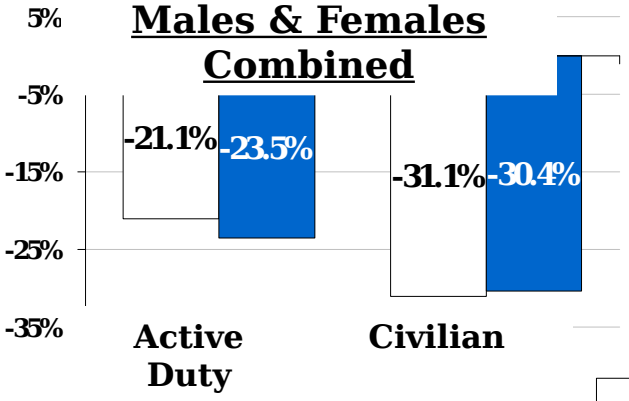
Source: Defense Manpower Data Center

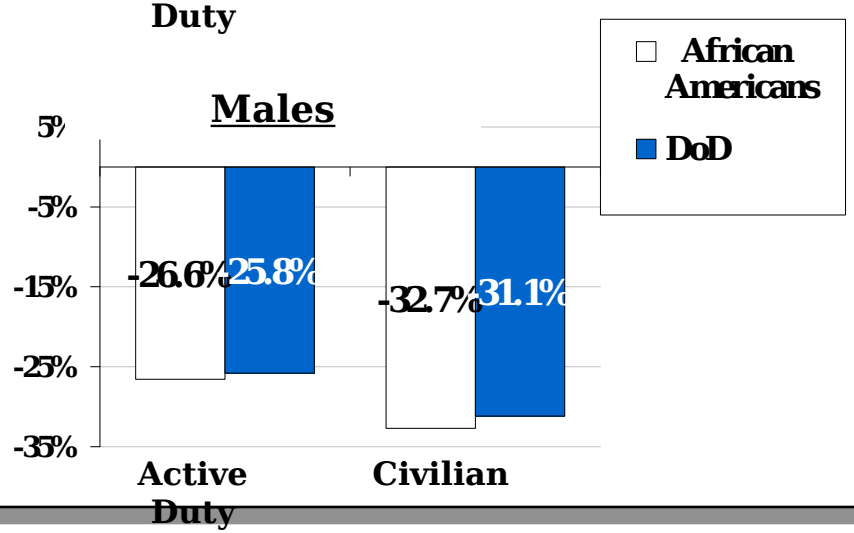
How Did DoD End Strength Change?

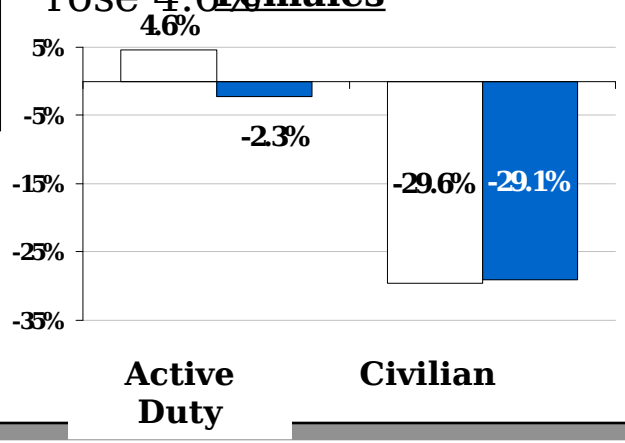


INCREASED AFRICAN AMERICAN FEMALE MILITARY POPULATION

- Combined DoD active duty military and civilian end strength down 26% between Dec 1992 and Dec 2000
  - African American population fell by 24%
- Despite downsizing, number of African American active duty females rose 4.6%

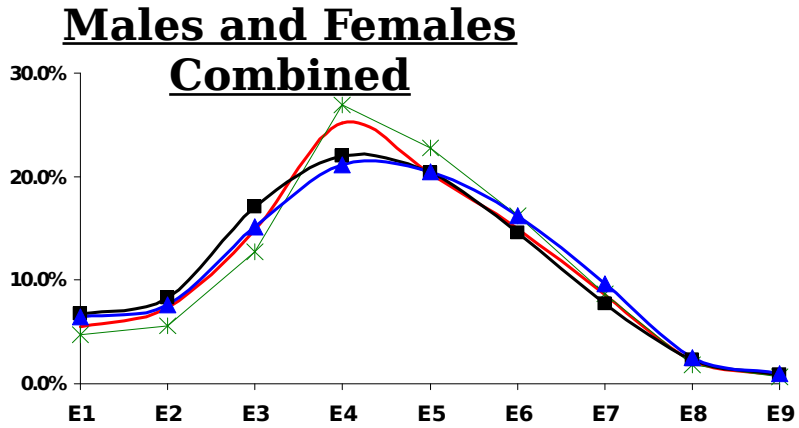




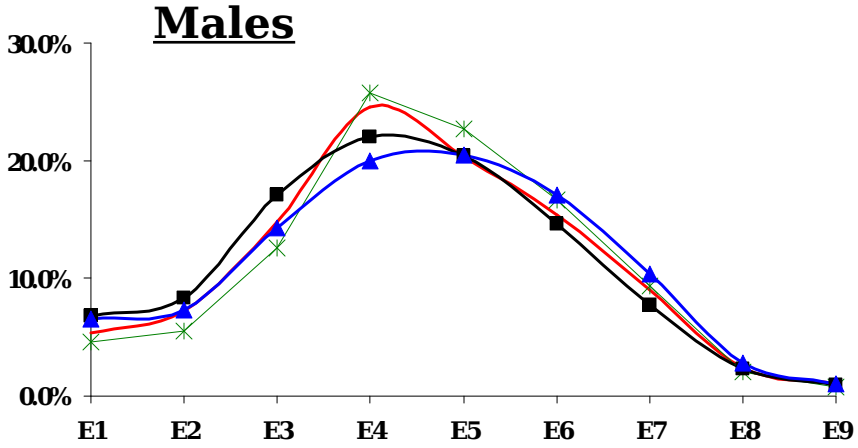


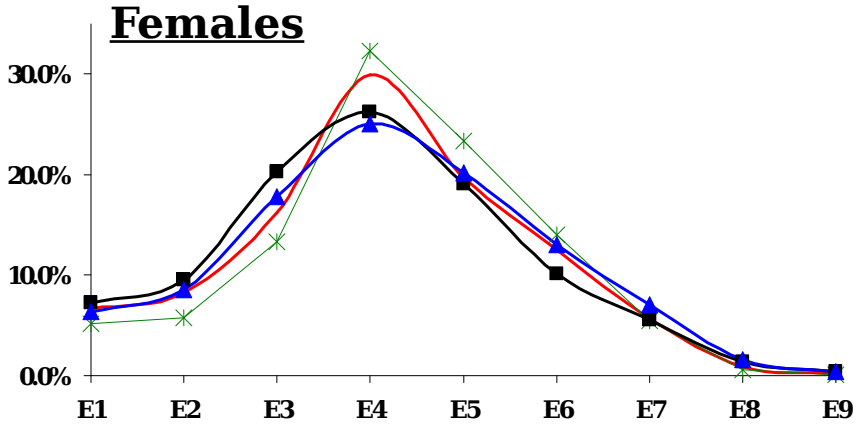
Source: Defense Manpower Data Center

What is Grade Distribution of African American Enlisted Personnel?



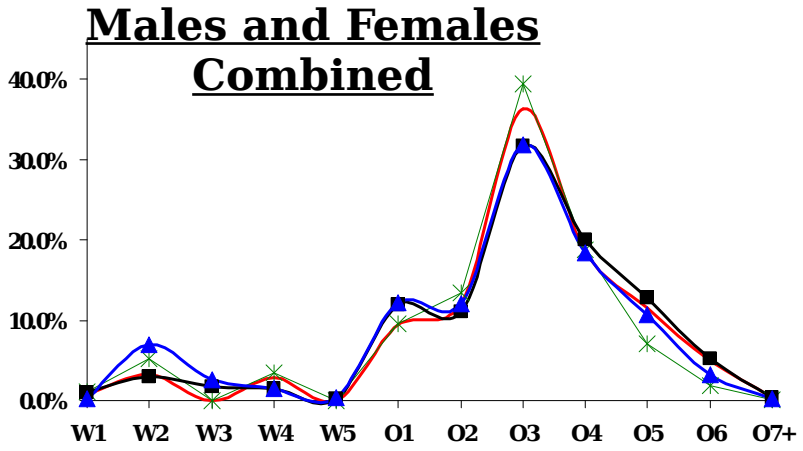
AFRICAN AMERICAN GRADE DISTRIBUTION CLOSELY MATCHES DOD



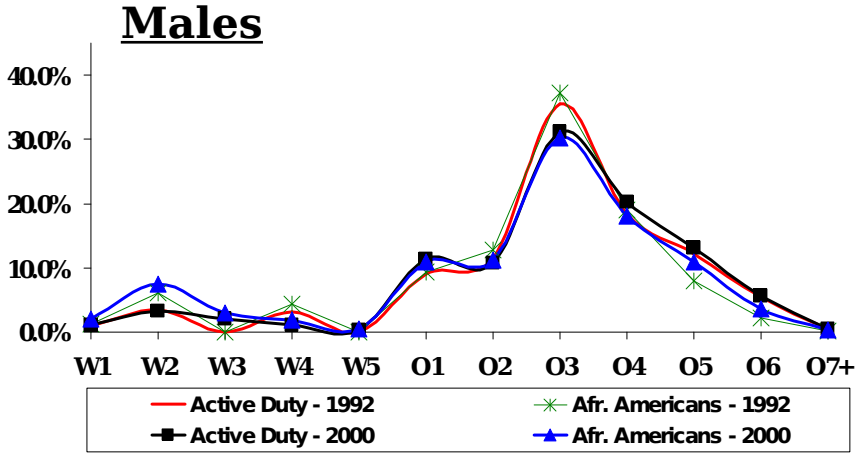


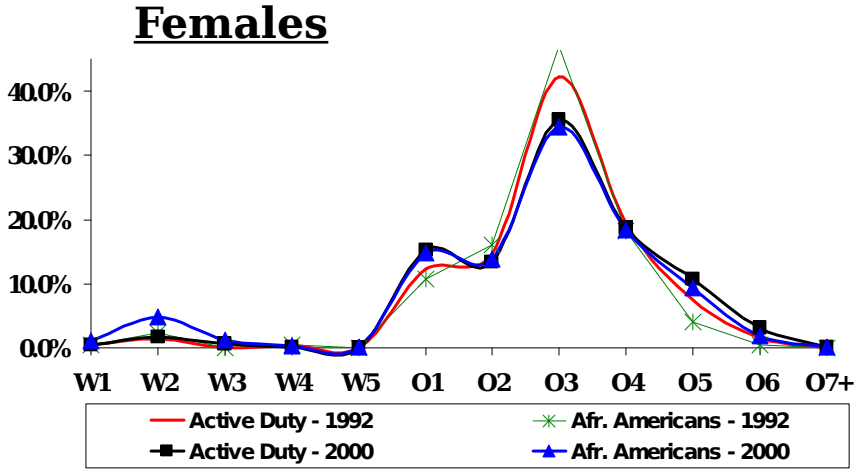
Source: Defense Manpower Data Center

What is Grade Distribution of African American Warrant and Commissioned Officers?



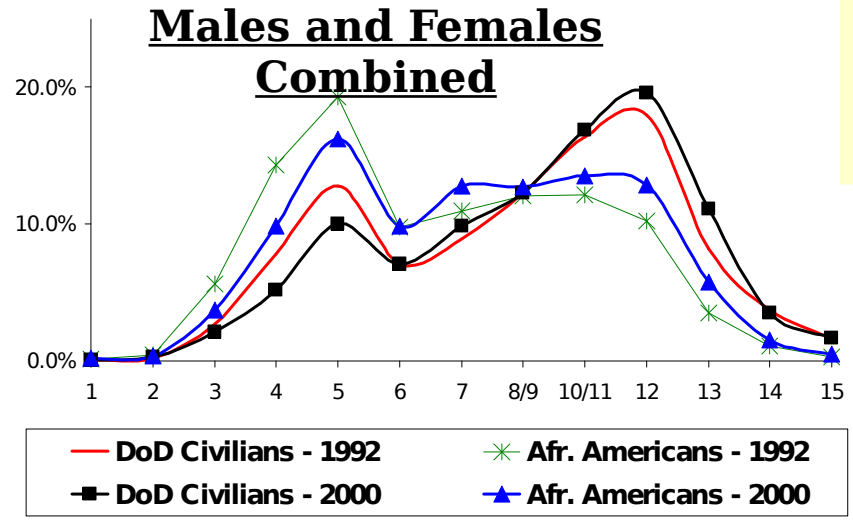
GRADE DISTRIBUTION PARITY BETWEEN AFRICAN AMERICANS AND TOTAL DOD





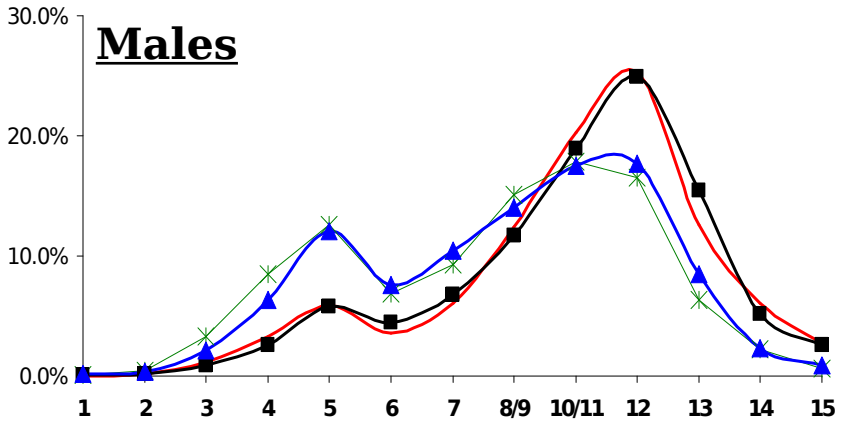
Source: Defense Manpower Data Center

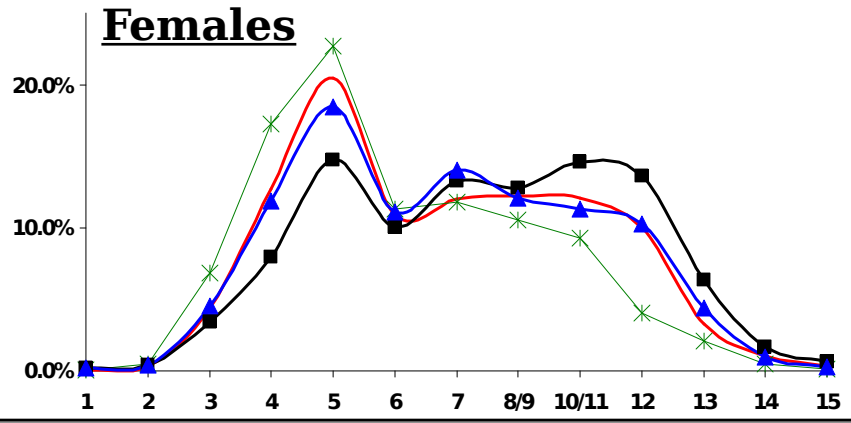
What is Grade Distribution of African American DoD Civilians under the General Schedule (GS)?


Males and Females Combined
20.0%
10.0%
0.0%
1 2 3 4 5 6 7 8/9 10/11 12 13 14 15
DoD Civilians - 1992
Afr. Americans - 1992
DoD Civilians - 2000
Afr. Americans - 2000

PROPORTIONALLY MORE AFRICAN AMERICANS IN THE LOWER GRADES

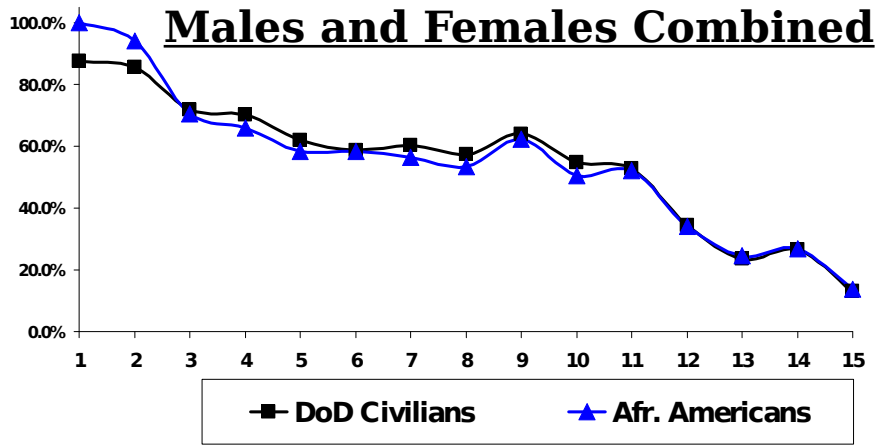
- 17.3% increase of African American female leaders (GS 12-15, SES)
- African American males closer to total male numbers
- Average African American grade rose from GS 7.4 to GS 8.0

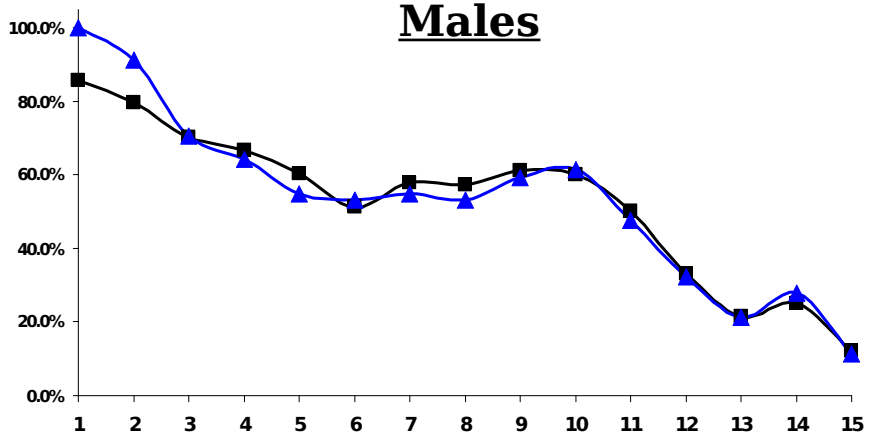




Source: Defense Manpower Data Center

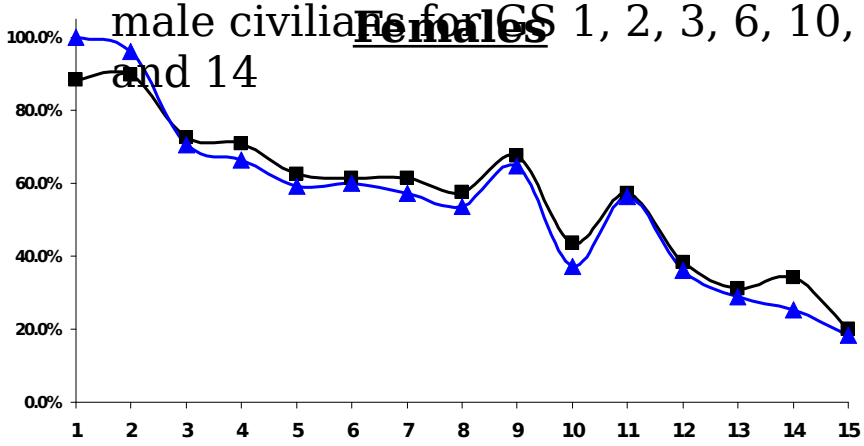
What Percent Of GS Civilians Were Promoted at Least One Grade?





AFRICAN AMERICAN CIVILIAN PROMOTION RATES PARALLEL TOTAL DOD RATES

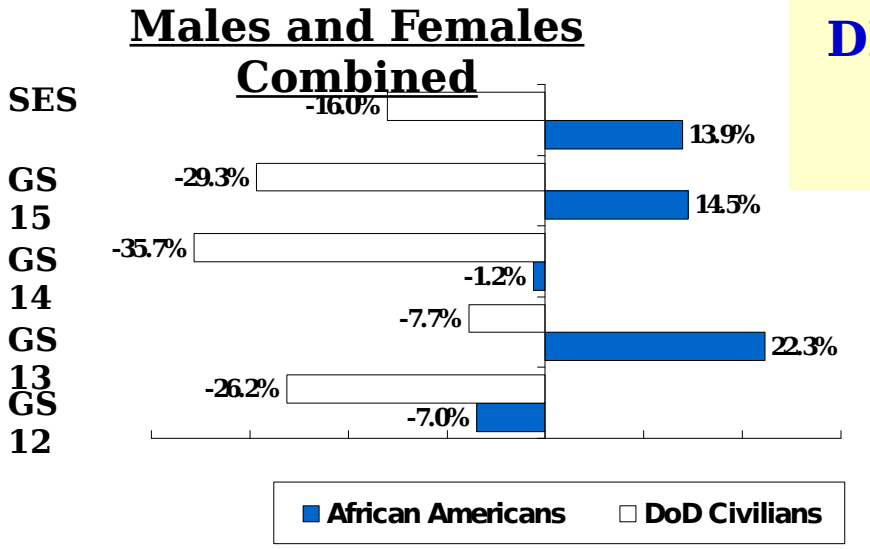
- Rate for all African Americans exceed total DoD for GS 1, 2, 13, 14, and 15
- African American males exceed total DoD male civilians for GS 1, 2, 3, 6, 10, and 14



NOTE: Displays the percent promoted at least one GS and employed both in Dec 92 and Dec 00

Source: Defense Manpower Data Center

What Dec 92 - Dec 00 Changes Occurred within DoD's Civilian Leadership Population?

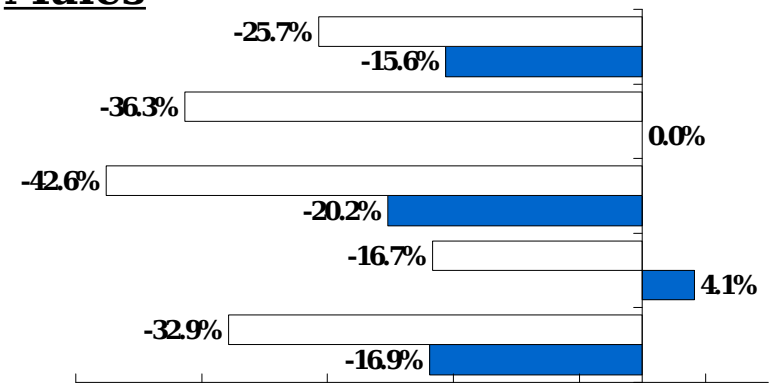


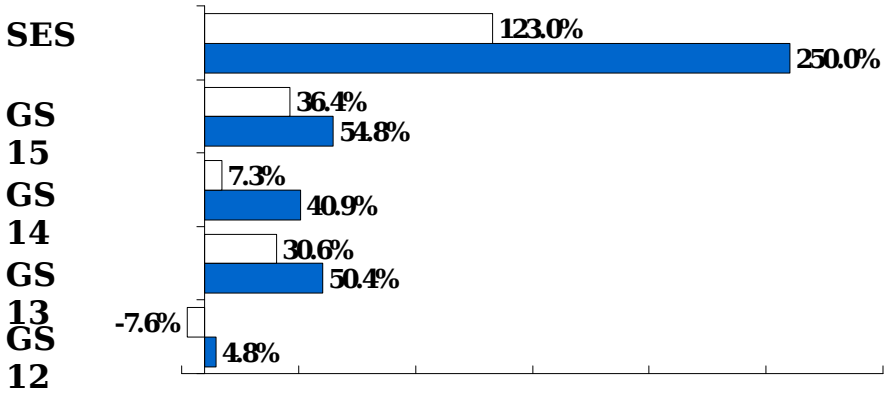
DRAMATIC INCREASE OF FEMALE AFRICAN AMERICAN CIVILIAN LEADERS

American leaders:

- ↑ 1,022 females
- ↓ 924 males

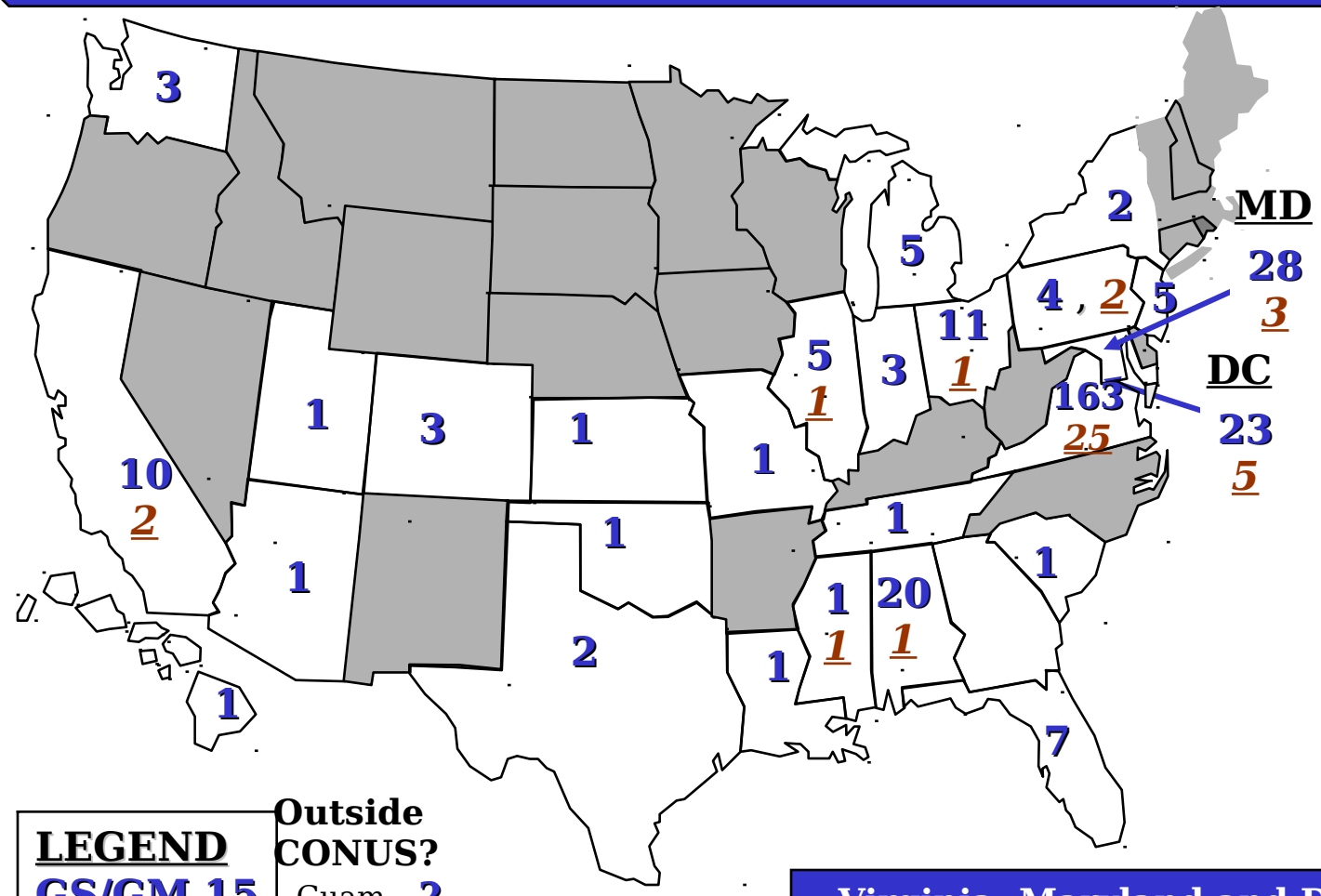
- African American male share rose as grade level increased
  - GS 12: 49% male, GS 13: 52% male GS 14: 56% male, GS 15: 64% male, SES: 66% male





Source: Defense Manpower Data Center

Where Are African American GS/GM 15 and SES located in Dec 00?



Total Numbers?
- 315 GS/GM 15
- 41 SES

Gender?
- 113 female GS/GM 15
- 14 female SES
- 202 male GS/GM 15
- 27 male SES

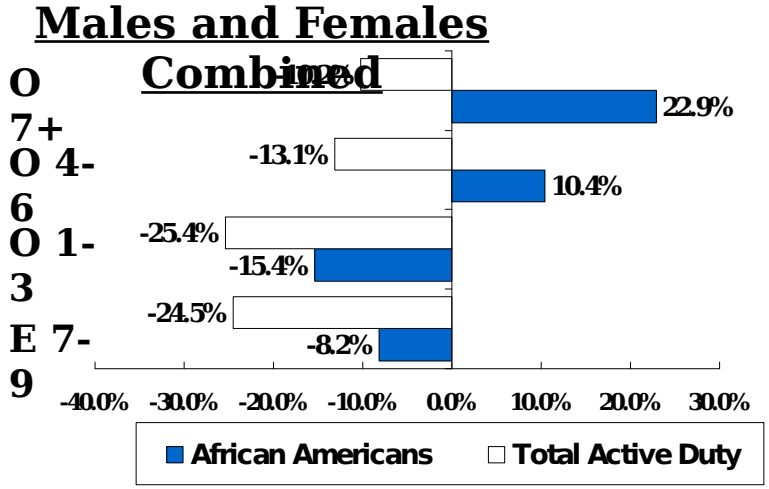
LEGEND
GS/GM 15
SES

Outside CONUS?
- Guam - **2**
- Germany - **1**
- Japan - **1**
- South Korea - **4**

Virginia, Maryland and District of Columbia account for
- 81% of African American SES
- 68% of African American GS/GM 15

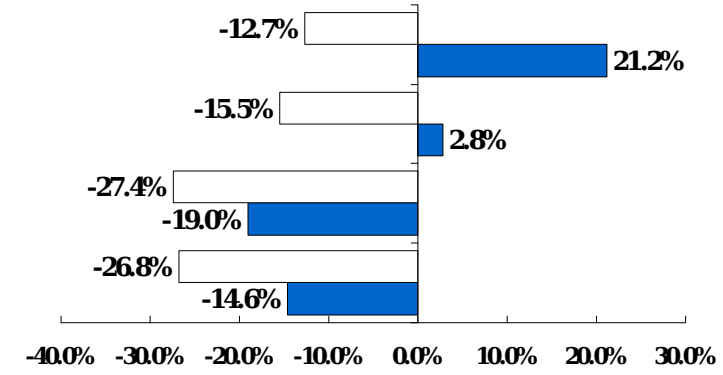
Source: Defense Manpower Data Center

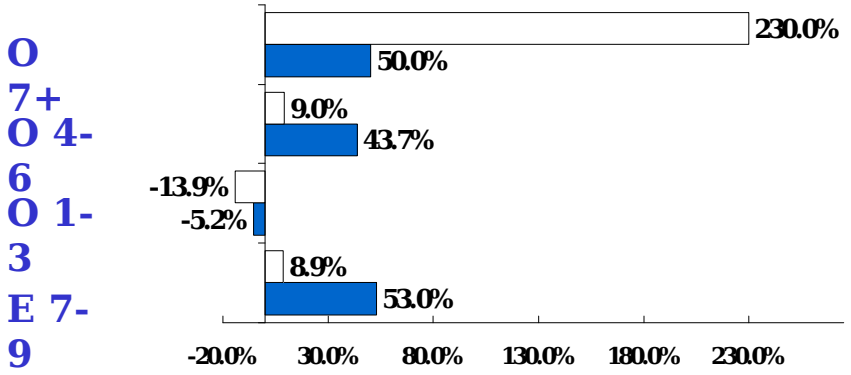
What Dec 92 - Dec 00 Changes Occurred in African American Military Leaders?



AFRICAN AMERICAN SHARE OF MILITARY LEADERS GREW

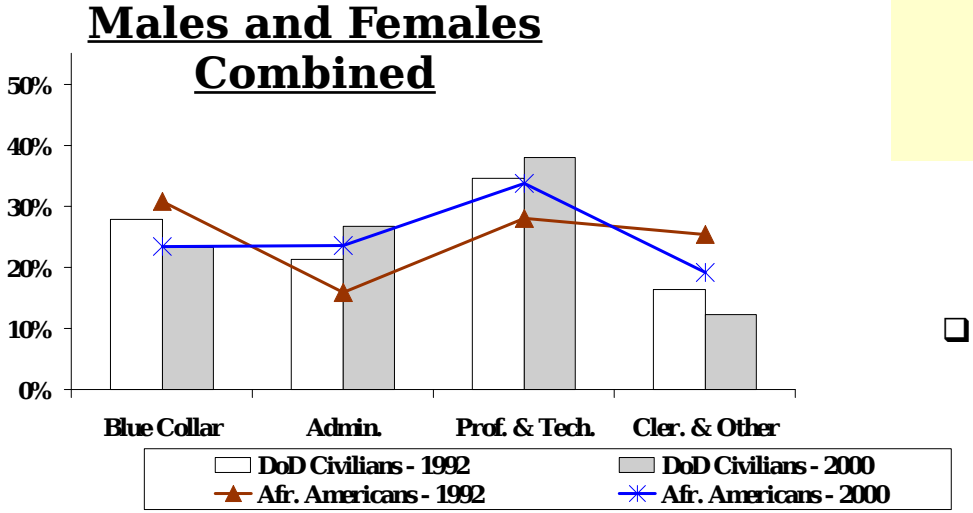
- African Americans represent:
  - 26% of E7-E9s, 9% of O1-O3s, 7% of O4-O6s, 5% of O7 & above
- ↑ 28% increase in African American female leaders
- Total Active Military leaders down 22%





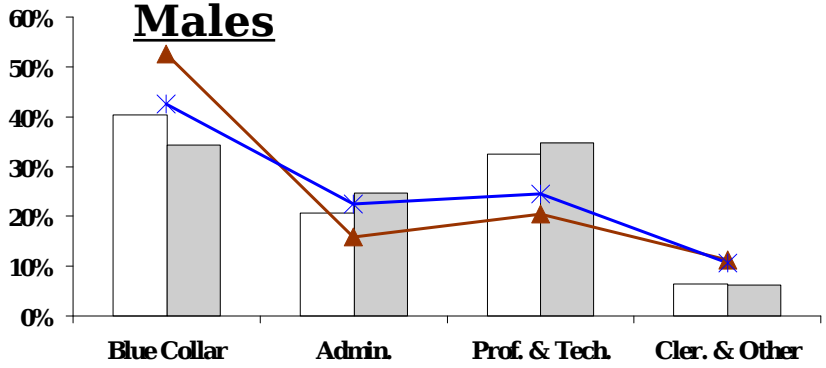
Source: Defense Manpower Data Center

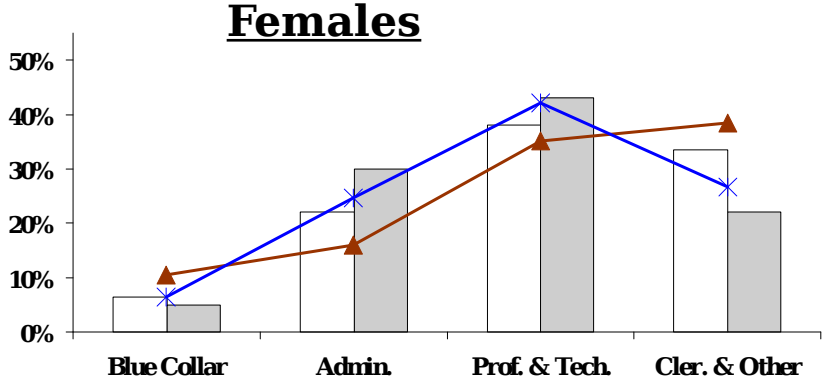
What is the Distribution of African American *DoD Civilians* by Occupational Category?



INCREASED AFRICAN AMERICAN JOB OPPORTUNITIES

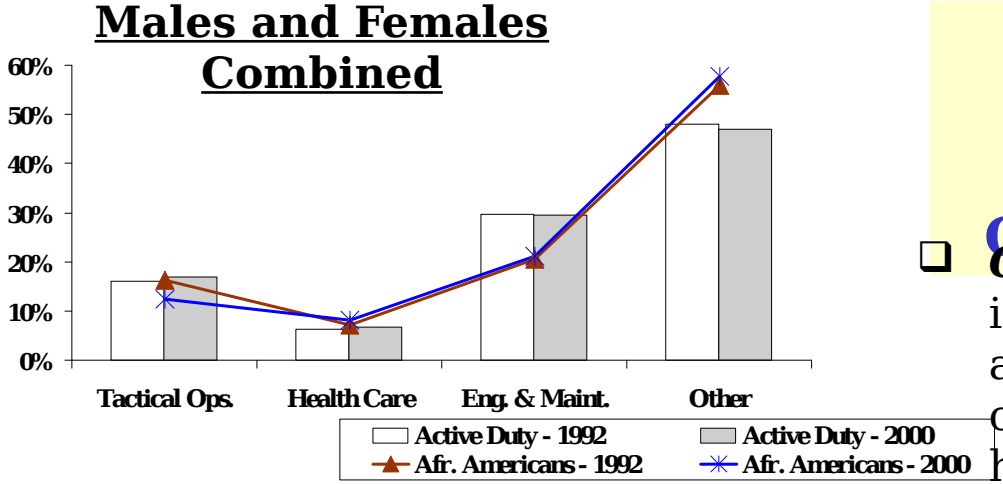
- 34% of Professional & Technical (↑ 6 pts)
  - 23% of Blue Collar (↓ 7 pts)
  - 24% of Administrative (↑ 8 pts)
  - 19% of Clerical & Other (↓ 6 pts)
- 42.2% of African American females in Professional & Technical careers, compared to 24.4% of males





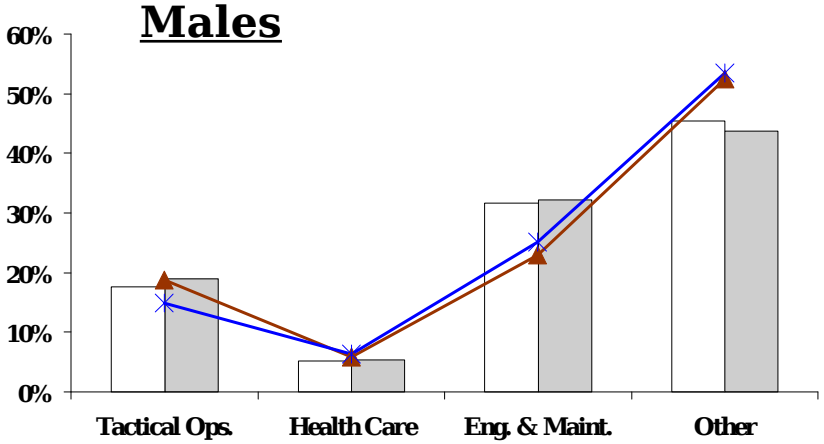
Source: Defense Manpower Data Center

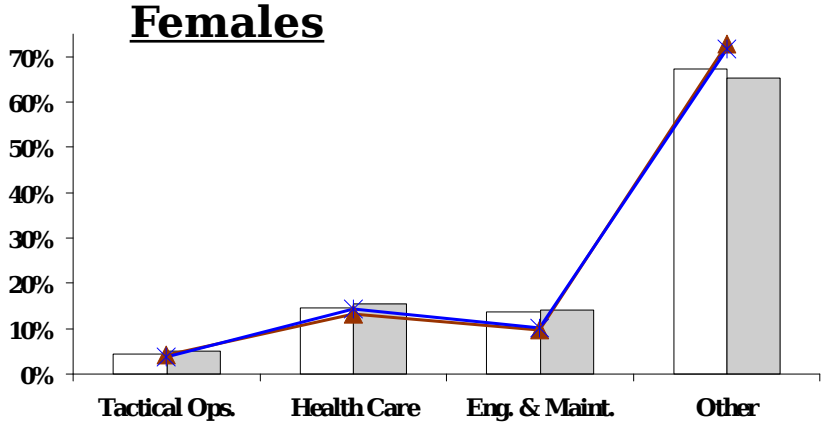
What is the Distribution of African American *Enlisted* by Occupational Category?



PROPORTIONALLY MORE AFRICAN AMERICANS IN OTHER OCCUPATIONS

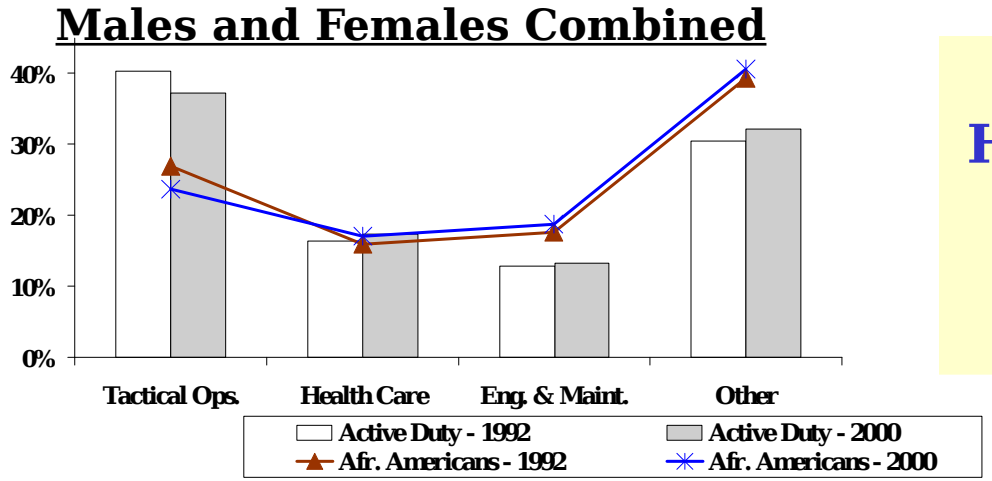
- ***Other*** includes communications & intelligence, support & administration, craftsmen, service & supply handlers, etc.



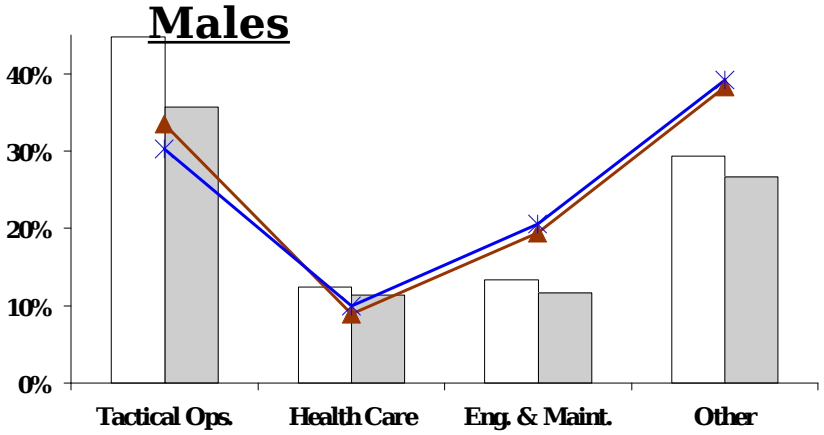


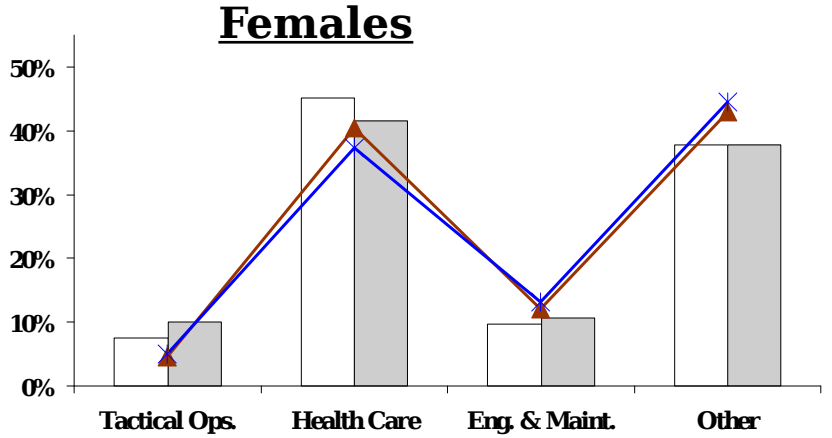
Source: Defense Manpower Data Center

What is the Distribution of African American *Military Officers** by Occupational Category?



AFRICAN AMERICANS HAVE INCREASED SHARE IN ENGR & MAINT AND OTHER OCCUPATIONS



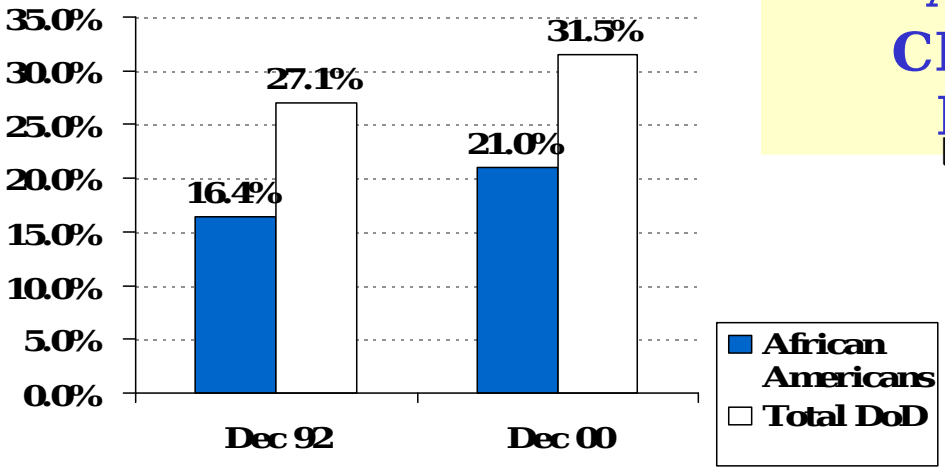


Source: Defense Manpower Data Center

* Includes both Commissioned and Warrant

What Percent of African Americans Have Higher Education Levels (BA/BS+)?
Civilian

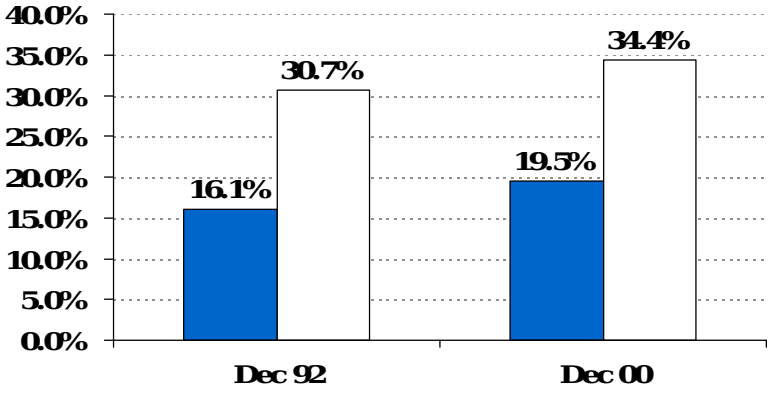
Males and Females Combined



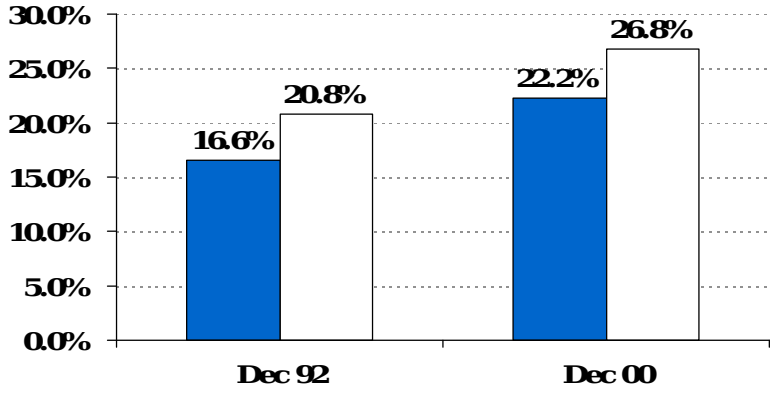
AFRICAN AMERICAN CIVILIAN WORKFORCE BETTER EDUCATED

- Percent with BA/BS & above rose from 16.4 to 21.0%
  - Female rate (22.2%) is slightly higher than male rate (19.5%)

Males

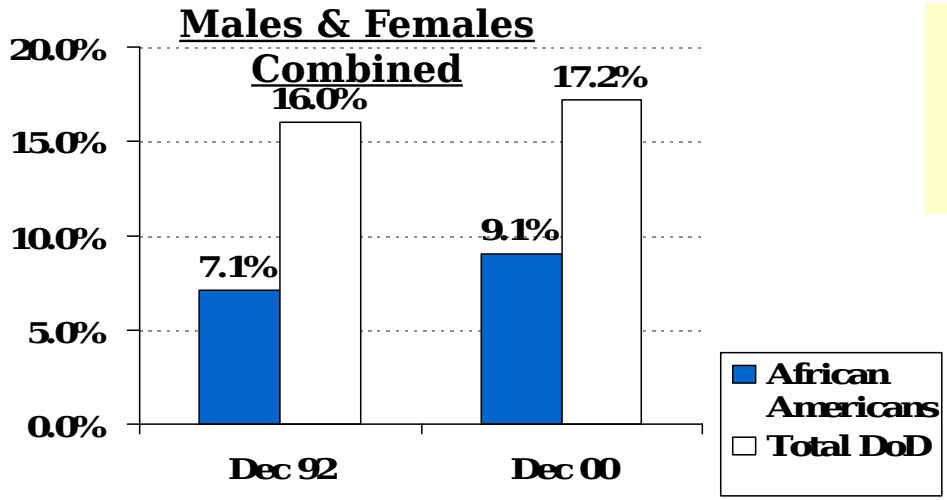


Females



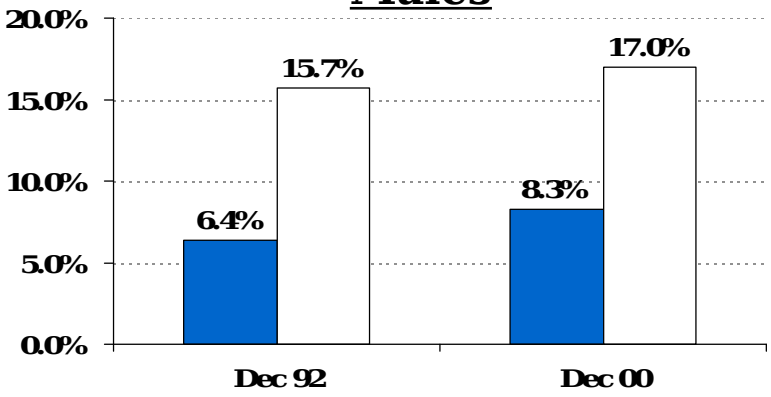
Source: Defense Manpower Data Center

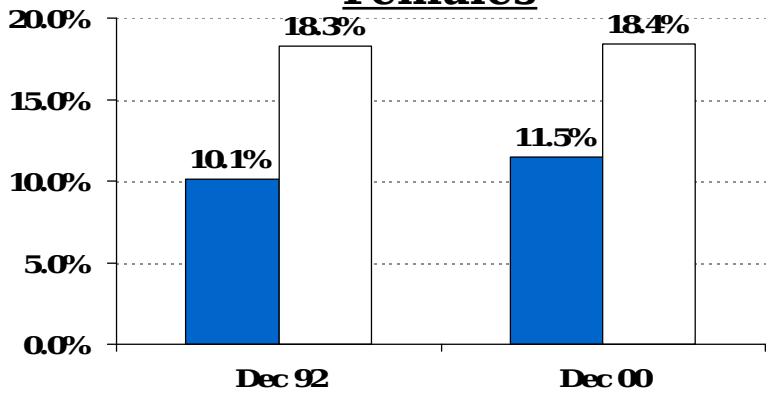
What Percent of African Americans Have Higher Education Levels (BA/BS+)? *Active Military*



HIGHER PERCENTAGE EARNED COLLEGE DEGREES

- Percent with BA/BS & above grew from 7.1 to 9.1%
  - Dec 00 rates are 11.5% for females, 8.3% for males





Source: Defense Manpower Data Center

Between Dec 92 - Dec 00 For African Americans In DoD?

WHILE THE TOTAL FORCE IS SMALLER…

- Total DoD end strength down 26%
  - 23% for Active Military (-405K)
  - 30% for Civilian (-288K)
- African American strength down 24%

…OPPORTUNITIES FOR AFRICAN AMERICANS HAVE INCREASED

- ↑ Much higher share of Active Military and DoD civilian workforce than total U.S. population
- ↑ Average civilian grade rose (7.4 to 8.0)
- ↑ Civilian promotion rates exceeded DoD rates at GS/GM 13-15
- ↑ 34% in professional & technical jobs
- ↑ Percent of female civilian leaders up 17%
- ↑ Percent of Active Military leaders up 28%
- ↑ Higher education levels (rise in BA/BS +)
- It's a good news story!

Source: Defense Manpower Data Center